

Re-Organization/Regular Meeting – Wednesday, January 8, 2020 – Reorganization meeting convenes at 7:00 PM, the Regular meeting will begin immediately following the Re-Organization Meeting.

**MOMENT OF SILENCE AND SALUTE TO THE FLAG**

**STATEMENT FOR RE-ORGANIZATION & REGULAR MEETING**

Notice of the Re-Organization & Regular Meetings of the Pitman Board of Education was advertised in the South Jersey Times, posted at Borough Hall, a copy thereof delivered to all Pitman Schools to be posted, and posted on the district’s web site. Further, notice was posted and filed as required by law stating that the Board would meet at 7:00 p.m. for the Re-Organization and the Regular Meeting in the Pitman High School Media Center. The President shall entertain any objections, with supporting reasons, to the conduct of this meeting on the grounds that it violates the Open Public Meetings Act.

**OATH OF OFFICE**

**CERTIFICATION OF ELECTION**

- 1. Suggested Motion – “That the Pitman Board of Education certifies the Annual School Board Election Results as listed below:

Candidate Vote Count (\*elected for a three (3) year term as a board member):

\*Mary Beth Koniecki – 2,143                      \*Robert Uyehara - 2,031

Write-In Candidate:

\*Stacey Pappalardo - 26”

**NOMINATIONS FOR PRESIDENT AND VICE PRESIDENT**

**COMMITTEE APPOINTMENTS**

- 1. Suggested motion - “That the following board members serve on committees as listed (committee chairperson is listed first):

<b>Committee</b>	<b>Board Members</b>
Finance & Facilities	R. Uyehara*, J. Walker, B. Savage
Curriculum & Instruction	B. Savage*, M. Koniecki, D. Powell
Communication & Policy	D. Powell*, R. Wilson-Doherty, S. Pappalardo”

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2. Suggested motion - “That Robert’s Rules of Order be adopted as the basis for the conduct of all meetings of the Pitman Board of Education.”
3. Suggested motion - “That the Annual Schedule of Meetings, as listed shall serve as sufficient notice of the Pitman Board of Education’s regularly scheduled meetings, and shall be posted at Pitman Borough Hall, filed with the Municipal Clerk of the Borough of Pitman and delivered to the Board’s official newspaper.”

Day	Date	Time	Location	Purpose
Wednesday	February 19, 2020	7:00 p.m.	High School Media Ctr.	Action/Budget Meeting
Wednesday	March 4, 2020	7:00 p.m.	High School Media Ctr.	Budget Development Meeting/Action Meeting
Wednesday	March 18, 2020	7:00 p.m.	High School Media Ctr.	Action/Budget Submission Meeting
Wednesday	April 15, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	May 6, 2020	7:00 p.m.	High School Media Ctr.	Public Hearing on the Budget/Action Meeting
Wednesday	May 20, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	June 10, 2020	7:00 p.m.	High School Auditorium	Student, Staff and Community Recognition Awards/Action Meeting
Wednesday	June 24, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	July 15, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	August 19, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	September 16, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	October 21, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	November 18, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	December 16, 2020	7:00 p.m.	High School Media Ctr.	Action Meeting
Wednesday	January 6, 2021	7:00 p.m.	High School Media Ctr.	Re-Organization & Action Meeting

Meetings will begin as noted above with Executive Closed Session, followed by the Action Meeting at 7:30 PM; except for the Student, Staff and Community Recognition Awards Program on June 10, 2020 and the Re-Organization Meeting on January 6, 2021 that will start at 7:00 PM.”

4. Suggested motion - “That the Pitman Board of Education, in compliance with the Ethics Acts, certifies the following by roll call vote:
  - a. That the School Ethics Act and Code of Ethics for School Board Members has been received and discussed.
  - b. That Policies and Procedures regarding training of district Board of Education members have been adopted, and

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- c. That each Board of Education member acknowledges receipt of the Code of Ethics for School Board Members and has become familiar with the Code of Ethics.”

Suggested motion – “That the Chairperson of Communication and Policy is appointed as the Pitman Board of Education representative to the Gloucester County School Boards Association Executive Committee, NJSBA Delegate, and that the Board President is appointed Liaison to Borough Council.”

## **ADJOURNMENT RE-ORGANIZATION MEETING**

### **OPEN PUBLIC MEETING**

#### **PRESENTATIONS**

2018/2019 Audit  
HIB Semi-Annual Report

#### **PUBLIC HEARING – (15 minutes)**

*Our attorney has advised us that we cannot prevent you from making remarks about our employees. He has requested we advise you that our employees are not Public Officials and you are not immune from civil actions they may bring as a result of your remarks.*

#### **CORRESPONDENCE**

#### **APPROVAL OF MINUTES**

Suggested motion – “That the minutes of the Pitman Board of Education as held on the dates listed below are approved as printed and reading dispensed with:

Wednesday, December 11, 2019”

Suggested motion – “That the minutes of the Closed Sessions of the Pitman Board of Education held on the dates listed below are approved as printed and the reading dispensed with:

Wednesday, December 11, 2019 - 6:30 pm  
Wednesday, December 11, 2019 - 9:15 pm”

#### **FINANCE & FACILITIES COMMITTEE - Uyehara, Walker, Savage (Committee Report - Mr. Uyehara )**

1. Suggested motion – “That all bills are properly approved and certified to be paid.”

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2. Suggested motion – “That the Student Fund Report be accepted and approved for the month of December 2019 and amended November 2019.”
3. Suggested motion – “That the Pitman Board of Education accepts the 2018/2019 Audit as presented and approves submission (no findings) to the state and county offices.
4. Suggested motion - “The Pitman Board of Education appoints Weiner Law Group LLP to represent the district’s interests connected with the filing of an OPRA request and future litigation with the state if needed and authorizes a contribution of up to \$1,000.00 to support the filing of litigation.”
5. Suggested motion - That the Pitman Board of Education approves the following Resolution:

**RESOLUTION OF THE PITMAN BOARD OF EDUCATION TO JOIN IN THE FILING OF AN OPEN PUBLIC RECORDS ACT REQUEST WITH, AND POSSIBLE FUTURE RELATED LITIGATION AGAINST, THE STATE OF NEW JERSEY CONCERNING THE CALCULATION AND ALLOCATION OF STATE AID**

**WHEREAS**, the School Funding Reform Act of 2008 (SFRA), N.J.S.A. 18A:7F-1 *et seq.*, reflects the current New Jersey law that governs State Aid to public school districts; and

**WHEREAS**, the State of New Jersey (State) has appropriated limited monies to fund such State Aid for public school districts; and

**WHEREAS**, the State arbitrarily determines how much State Aid to allocate to each school district, without regard to district need or ability to pay; and

**WHEREAS**, the Pitman School District is receiving substantially less State Aid than it otherwise should receive; and

**WHEREAS**, such disparate treatment is neither “equal” nor “equitable” and is without a rational basis; and

**WHEREAS**, the State should be transparent in how it calculates and allocates State Aid to each school district; and

**WHEREAS**, to protect the interests of its school children, each school district is entitled to obtain data and records from the State as to how the State calculates and allocates State Aid to each school district; and

**WHEREAS**, the Pitman Board of Education believes that it is in the best interests of its residents, taxpayers, and school children to file an Open Public Records Act request with, and if needed, related litigation against, the State of New Jersey, Department of Education and the Commissioner of Education

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(and such other parties as may be appropriate) for data and records as to how the State calculates and allocates State Aid to each school district.

**NOW THEREFORE BE IT RESOLVED**, that the Pitman Board of Education hereby joins in the filing of the attached Open Public Records Act (OPRA) request at no cost to the Board; and

**BE IT FURTHER RESOLVED**, that in the event the OPRA request is denied, the Board may join in the litigation against the State of New Jersey, Department of Education and the Commissioner of Education to obtain data and records from the State of New Jersey and its various Departments as to how the State calculates and allocates State Aid to each school district (OPRA Litigation); and

**BE IT FURTHER RESOLVED**, that the Weiner Law Group, LLP is hereby appointed to represent the Pitman Board of Education and all of the participating school districts in connection with the filing of the OPRA request and future OPRA Litigation against the State, if needed; and

**BE IT FURTHER RESOLVED**, that in the event that the Pitman Board of Education joins in the OPRA Litigation, the Board is hereby directed and authorized to provide whatever assistance is reasonably required in order to pursue such OPRA Litigation; and

**BE IT FURTHER RESOLVED**, that in the event that the Pitman Board of Education joins in the OPRA Litigation, the Board shall contribute \$1,000.00 to support the filing of the OPRA Litigation pursuant to a retention letter to be executed by the parties.

## CURRICULUM & INSTRUCTION COMMITTEE - Savage, Koniiecki, Powell

### 1. Student Statistics December 2019:

Date	Elementary	Middle	High	Out of District	Alternate	Total
12/31/19	571	316	356	25	0	1268
12/31/18	581	308	381	23	0	1293
11/30/19	570	316	356	24	0	1266

### Suspensions/Reasons:

Fighting: 2  
Inappropriate Behavior 1

### 2. HIB:

Reported: 0  
Confirmed: 0

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3. Fire and Lockdown Drills for the month of December 2019

School	Date	Time of Drill	Type of Drill	Persons in Building	Persons Participating	Weather Conditions	Time Required
<b>High School</b>	12/9/19	9:51 AM	Lockdown Fire	392	392	Cloudy 53°	9 minutes
	12/18/19	2:11 PM		393	393	Cloudy 38°	1:09 minutes
<b>Middle School</b>	12/10/19	9:14 AM	Evacuation Shelter in Place	265	265	Rainy 47°	4 minutes
	12/18/19	1:19 PM		352	352	Cloudy 38°	3 minutes
<b>Kindle School</b>	12/12/19	9:05 AM	Lockdown Firedrill	200	200	Sunny 31°	1.5 minutes
	12/18/19	1:50 PM		201	201	Cloudy 37°	1.5 minutes
<b>Memorial School</b>	12/9/19	11:20 AM	Lockdown Fire	215	215	Cloudy 53°	3 minutes
	12/12/19	2:00 PM		220	220	Sunny 37°	3 minutes
<b>Walls School</b>	12/10/19	10:27 AM	Fire Non-Fire Evacuation	230	230	Cloudy 58°	7 minutes
	12/20/19	11:40 AM		231	231	Fair 32°	10 minutes

4. Suggested motion – “That additions to the substitute list for the 2019/2020 school year be approved.
5. Suggested motion – “That the Pitman Board of Education finds the travel and related expenses particular to attendance of staff and board members on the attached list of approved school business leaves (Conference/Workshop/Meeting/Staff Training) are justified and therefore reimbursable.”
6. Suggested motion – “That the Board of Education approves all field trips as submitted.”
7. Suggested motion - “That the Pitman Board of Education approves the Use of Facilities as attached.
8. Suggested motion — “That the Pitman Board of Education approves the following out of district placements by the Special Services Department for the 2019/2020 school year:

Student ID	Placement	Tuition Cost	One-on-One Aide
1036332218	Hampton Academy	\$50,490.00	N/A

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4030180700	Hampton Academy	\$31,135.50	N/A”
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9. Suggested motion – “That the Pitman Board of Education approves Patrick J. McAleer, Ed.D. Superintendent of Schools, as the district School Safety Specialist for the 2019/2020 school year.”
  
10. Suggested motion - “That the Pitman Board of Education approves Handle With Care Behavior Management System, Inc. to provide a one day instructor certification training for up to 10 individuals on February 27, 2020 at a rate of \$2,400.00 plus travel expenses (TBD after training takes place). (11-000-223-320-06)”
  
11. Suggested motion – “That the Pitman Board of Education approves the following amended leave of absence:

Employee	Location	FMLA/FLA	Type of Leave	Dates
66510066	High School	<i>FMLA:</i> 1/2/20-3/27/20 <i>FLA:</i> 1/20/20-4/1/20	Maternity/Child Rearing	<i>REVISED:</i> 1/2/2020-2/25/2020 <i>(paid sick days)</i> 2/26/2020-4/1/2020 <i>(unpaid leave)”</i>

12. Suggested motion – “That the Pitman Board of Education retroactively approves the following leave(s) of absence:

Employee	Location	FMLA/FLA	Type of Leave	Dates
69590099	Middle School	Not Eligible	Medical	12/5/19-12/19/19 <i>(paid sick days)</i> 12/20/19-12/26/19 <i>(unpaid leave)”</i>

13. Suggested motion - “That the Pitman Board of Education approves Matthew Newcomb, Pitman High School English teacher, to teach one (1) six-week English course (two sections) of the evening SAT Review Program for the 2019/2020 school year, stipend \$1,500.00. Stipend in accord with the agreement with the Pitman Board of Education.”
  
14. Suggested motion -“That the Pitman Board of Education approves Doris Cioffi, Pitman High School Mathematics teacher, to teach one (1) six-week Mathematics course (two sections) of the evening SAT

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Review Program for the 2019/2020 school year, at a stipend of \$1,500.00. Stipend in accord with the agreement with the Pitman Board of Education.”

15. Suggested motion - “That the Pitman Board of Education approves the following high school academic teachers to be compensated at a rate of \$2,315.00 for a sixth teaching assignment (prorated as needed) for the 2019/2020 school year (as per negotiated agreement with the Pitman Education Association).”

Teacher	Subject
Matthew Newcomb	BSI ELA
Michael Yeager	BSI Math”

16. Suggested motion – “That the Pitman Board of Education retroactively approves the appointment of Patricia Conroy, Part Time Instructional Aide at W.C.K. Walls Schools, effective January 2, 2020 through June 30, 2020, for the 2019/2020 school year, 29.5 hours per week, at an hourly rate of \$12.79 (Step J/60 credits), at the recommendation of the Superintendent. Salary in accord with the negotiated agreement with the Pitman Education Association.” (Replacing Joyce Brewer)
17. Suggested motion - “That the Pitman Board of Education approves the appointment of Christine Giessuebel, Part Time Library Aide at W.C.K. Walls School, effective on or about January 2, 2020 through June 30, 2020, for the 2019/2020 school year, up to 10.75 hours per week, at an hourly rate of \$14.21 per hour, Step D/Degree at the recommendation of the Superintendent. Salary in accord with the negotiated agreement with the Pitman Education Association.”
18. Suggested motion - “That the Pitman Board of Education approves the appointment of Karen Perez, Third Grade Replacement Teacher at Kindle School, effective on or about January 29, 2020 through on or about June 17, 2020, for the 2019/2020 school year, at a prorated salary of \$47,497.00 BA/Step 1, with benefits, (pending receipt of proper paperwork) at the recommendation of the Superintendent. Salary in accord with the negotiated agreement with the Pitman Education Association.”
19. Suggested motion - “That the Pitman Board of Education approves the appointment of Eileen Rothstein, Fourth Grade Replacement Teacher at Kindle School, effective on or about February 5, 2020 through on or about June 17, 2020, for the 2019/2020 school year, at a prorated salary of \$49,897.00 BA/Step 7, with benefits, (pending receipt of proper paperwork) at the recommendation of the Superintendent. Salary in accord with the negotiated agreement with the Pitman Education Association.”
20. Suggested motion - “That the Pitman Board of Education retroactively approves a stipend in the amount of \$36.00 per day be paid to Substitute Teacher, Rita McKenna, effective on or about October 23, 2019 through December 20, 2019, for the 2019/2020 school year.”



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21. Suggested motion - “That the Pitman Board of Education retroactively approves Substitute Teacher, Rita McKenna, to be paid the substitute rate of \$90.00 per day effective November 6, 2019 through December 20, 2019 for continuous service in the same position (Art Teacher - Pitman High School).”
22. Suggested motion – “That the Pitman Board of Education accepts the retirement resignation, with regret, of John Cutsavage, Special Education Teacher at Pitman High School, effective June 30, 2020.”

## COMMUNICATION & POLICY COMMITTEE - Powell, Wilson-Doherty, Pappalardo

### 1. Policy/Regulation 3218 Use, Possession, or Distribution of Substances (M) (Revised)

*Info: This policy and regulation now indicate in the event the results of a medical examination and substance test are not provided to the Superintendent, the Board will treat the test as a positive result for substances. (This will avoid an issue in which a staff member blocks a laboratory from turning over test results legally ordered by the district because doing so will result in the presumption the staff member tested positive and was under the influence.)*

Suggested motion - “That Policy/Regulation 3218 (M) (Revised) be approved for **second** reading.”

### 2. Policy/Regulation 4218 Use, Possession, Distribution of Substances (M)(Revised)

*Info: This policy and regulation now indicate in the event the results of a medical examination and substance test are not provided to the Superintendent, the Board will treat the test as a positive result for substances. (This will avoid an issue in which a staff member blocks a laboratory from turning over test results legally ordered by the district because doing so will result in the presumption the staff member tested positive and was under the influence.)*

Suggested motion - “That Policy/Regulation 4218 (M)(Revised) be approved for **second** reading.”

### 3. Policy 4219 Commercial Driver’s License Controlled Substance and Alcohol Use Testing (M) (Revised)

*Info: This Policy is mandated for all school districts that transport students in a school vehicle that requires the driver to have a commercial driver’s license and for school districts with employees who operate a school vehicle that requires a commercial driver’s license. There is also new language on pre-employment alcohol screening for school bus drivers.*

Suggested motion - “That Policy 4219 (M) (Revised) be approved for **second** reading.”

### 4. Policy 8600 Student Transportation (M)(Revised) Regulation 8600 Student Transportation (Revised)

*Info: This Policy and Regulation address the following legislation P.L. 2018, c. 118 (N.J.S.A 39:3B-10), P.L. 2018, c. 159 (N.J.S.A. 39:3B-27), and P.L 2019 c. 43 (N.J.S.A. 39:3B-2 and 2.1). N.J.S.A 39:3B-10 requires all buses manufactured 180 days after August 25, 2018 to be equipped with certain safety*

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*specifications. N.J.S.A. 39:3B-2 requires every bus to display signs or legends which will inform other drivers of the law with respect to passing a bus while it is loading or unloading. N.J.S.A. 39:3B-2 also requires the Board to place signage on the rear of all school buses providing school district contact information to the public for reporting misconduct by the bus driver while he or she is operating the school bus to school district officials.*

Suggested motion - "That Policy/Regulation 8600 (M)(Revised) be approved for **second** reading."

## **OLD BUSINESS**

## **NEW BUSINESS**

### **PUBLIC HEARING – (15 minutes)**

*Our attorney has advised us that we cannot prevent you from making remarks about our employees. He has requested we advise you that our employees are not Public Officials and you are not immune from civil actions they may bring as a result of your remarks.*

### **EXECUTIVE SESSION - Personnel**

## **ADJOURNMENT**

The next Board of Education Meeting is scheduled for Wednesday, February 19, 2020 in the Pitman High School Media Center.

*The Pitman Board of Education reserves the right to add and/or delete motions or make changes to motions in this agenda up to the time of the meeting and during the actual meeting.*